

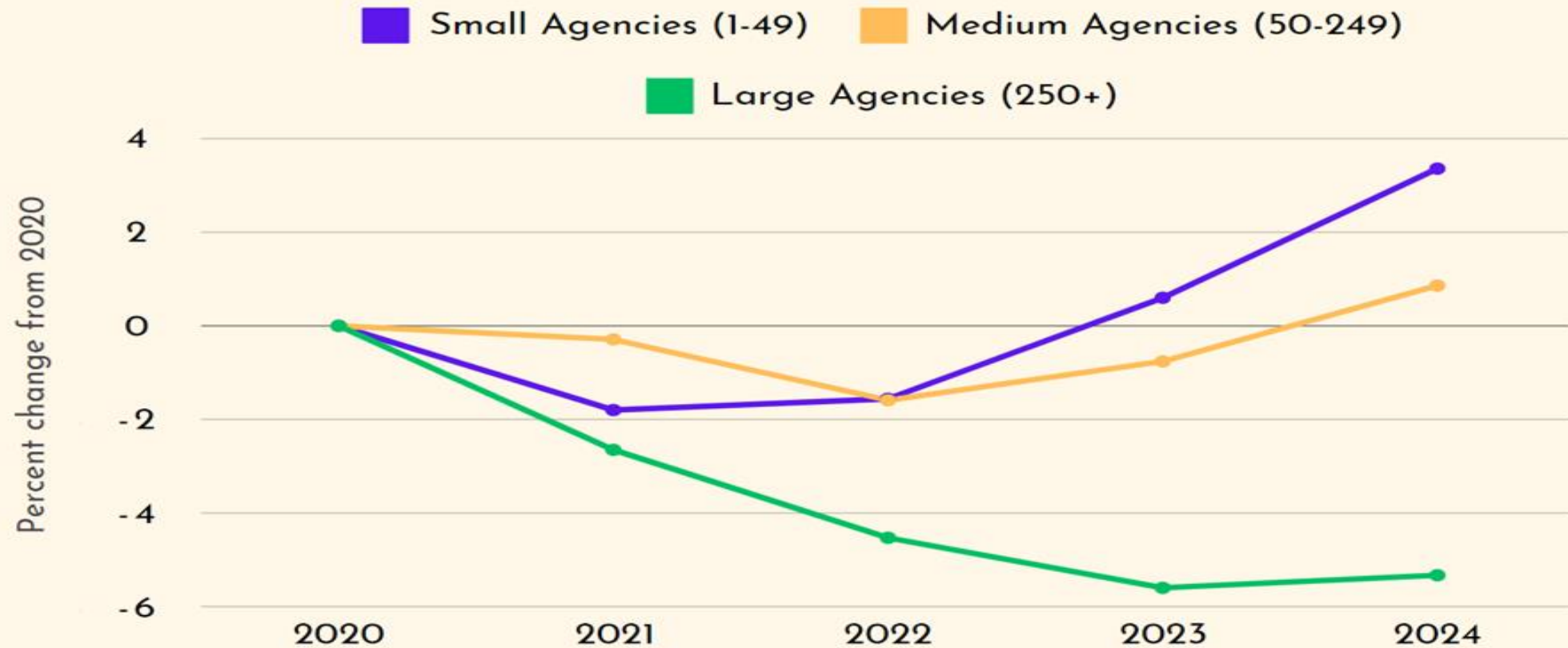
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President Steve Johnson
September 23, 2025



PERCENT CHANGE IN STAFFING



Source: PERF Survey

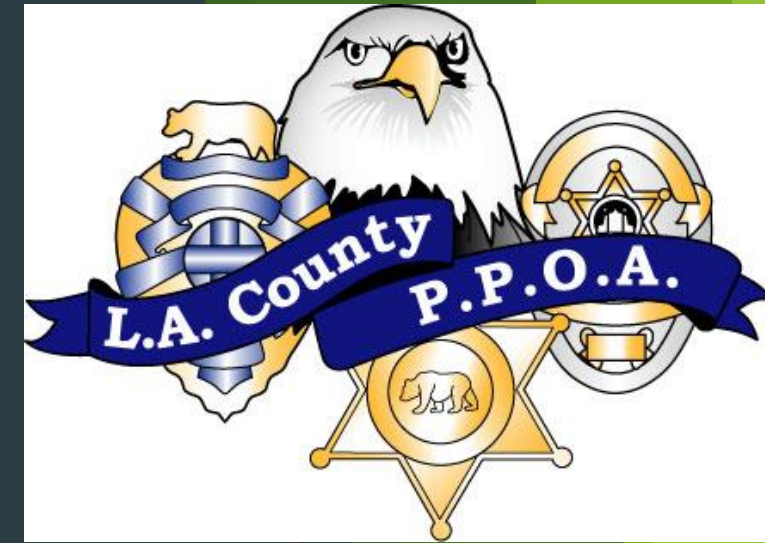
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“Recruitment Disparities”

RECRUITS

DEPUTIES

SERGEANTS
LIEUTENANTS

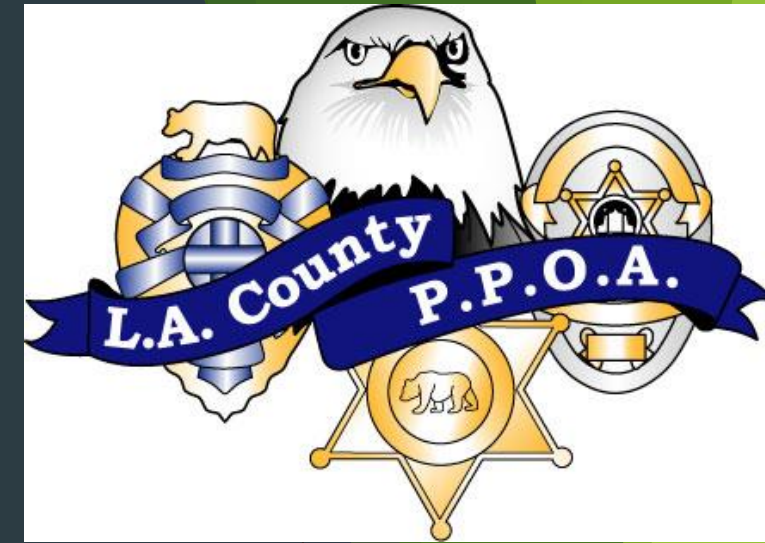


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“A Simplistic Solution”

THE STARS PROGRAM

- Cost Positive
- Member-supported
- Retains Expertise
- Global Events



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